

**NH JJ Reform Commission  
Ethnic and Racial Disparities Subcommittee**

**Subcommittee Meeting Minutes**

**MEETING DATE:** May 26, 2022 10am-11am

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**Attendees:** Eddie Edwards, Department of Safety  
Jorge Santana, LICSW  
Nicole Rodler, Juvenile Diversion Coordinator  
Jennifer Archer, Juvenile Justice Services

**Absent:** None

**Transcriber:** Jennifer Archer, Juvenile Justice Services

**Meeting Discussion:**

The group created actionable objectives to ensure the mission of this subcommittee is measureable. 1) To increase public awareness by creating a 1 page document that outlines NH data on ERD and definitions of relative terms. 2) Identify the gaps in programmatic areas of need by creating a list of program and supports that already exist in NH. 3) Bring local ERD/Diversity Equity and Inclusion (DEI) teams together for statewide collaboration on a regular basis. 4) Review of the data to determine any gaps and to build ways of improving data collection.5) Coordinate an ERD/DEI conference day for all local and state stakeholders to raise awareness and promote best practices.

The group discussed how community mapping of programs can be beneficial to ensuring strategies this group works towards and recommends meet the needs of the underrepresented populations needs. Team members each took responsibility for completing research regarding available programming to bring back to the group for list creating at the next meeting. The group discussed the mobile crisis unit and its benefits and responses to school. Groups discussed included NH Charitable Foundation, Diversity Inclusion Taskforce, Youth Counts, and Manchester and Nashua Police Department groups.

The group discussed wanting to be a medium for bringing together all similar teams in NH to share in the work that is being done, areas of strength and challenge, and coordinate for better outcomes. Team members each took responsibility for completing research regarding determining what groups exist and a contact for each of them. The group hopes to coordinate conference like sessions where all the groups and stakeholders come together to present to each other what they are working on. The team brainstormed around informal meetings and full conference type sessions with keynote speakers.

Ms. Rodler will be attending a webinar this afternoon on Helping States Implement Hate Crime Prevention Strategies in Their 3-Year Plan. She will report to the group on any pertinent information that can be beneficial for ERD and DEI planning.

JJS Archer updated the team on the CJJ Conference in Washington DC last week and the lack of Racial and Ethnic Disparities (R/ED) presentations but that CJJ will be hosting a conference specific to R/ED work in November in Kentucky. The group is interested in attending this conference to learn about initiatives across the country and how other states are engaging in ERD/DEI work.

The group discussed data provided in the last R/ED plan submitted by the SAG, where data is collected from and other possible sources of data. The group would like data from Department of Education as it relates to providing services to at risk minority youth in areas of higher disparity rates. The group also discussed learning about contacts with law enforcement rates and if that information could be valid/invalid based upon schools with SRO's and the policies on documentation of contact. Department of Safety 2021 stats should be available in July. Assistant Commission Edwards to share the Department of Safety videos on how to engage with law enforcement with the group.

The group discussed the need for statewide acceptance of definitions that include terms like critical incident, at risk, threat, self-harm, and crisis. JJS Archer to collect federal definitions and bring to team at next meeting. The group feels that interventions and efforts towards adults whom are parents and involved in the criminal justice system are valuable ways of working towards delinquency prevention of their children.

The group believes that collaboration with the Department of Education for early identification of at risk youth with the purpose of connecting those identified children with mentors and services would benefit minority populations if programs ensured targeted responses to minority children in areas of higher disproportion contacts occurs.

**Next Meeting:** June 23, 2022 10am-11am Dolloff 3<sup>rd</sup> floor classroom